

AIMA/CME/E-journal/2020
January 9, 2020

Dear Sir/Madam,

Subject. : Call for Research Papers for "AIMA Journal of Management & Research"

We are pleased to announce the next issue of our e-Journal" AIMA Journal For management and Research "(AJMR). AJMR is a quarterly theme based journal and is well appreciated by one and all. The Advisory and Editorial Board comprises of leading academicians and industry professionals. So far, we have brought out 40 issues on various themes and the same are available at <http://aima-ind.org/ejournal>.

The theme for the current issue is "Changing Economic and Technological Trends impacting Human Resource Management."

Background Theme

The economic and technological advancement have always affected the work. There are a number of reports on how technology is changing the work environment and how economic trends are influencing the hiring, compensations and other HR functions. With the use of information technology, we have seen a shift from administration to strategic HRM. The strategic role of HRM is supposed to add value to the HR function and lead to more efficient and people-centric organisations.

According to the McKinsey Global Institute report, the impact of digitalization and technology will induce skill development. Almost fifty per cent of workforce activities could be automated. Automation will lead to a change in job profile or upgrade the skills.

At the same time, we have witnessed that even though employees around the world are working more hours, employee productivity is lagging. As per the LinkedIn Survey in 2018, 27% of the responded felt that they are digitally overloaded as they deal with email and other tasks not directly related to their work.

It is also essential to understand the career aspiration of the emerging workforce. The millennial generation, which is emerging workforce of today and tomorrow have very different expectation and aspiration from organisations. Not only they expect greater flexibility but also have capacity to work remotely, collaboratively and seamlessly across boundaries of organisations. This is a young, vibrant, multi-skilled, multitasking workforce which needs to be appropriately utilized and capitalized by the organization.

To move further, we need to reexamine our existing functions and strategies of HR and align them with changing technological and economic environment.

The major thrust area for the issue are:

In the forthcoming issue of AJMR, we aim at highlighting some of these issues:

1. HR management in the organization
2. Changing trends in recruitment and selection
3. Trends in talent management
4. Inclusion of Gig economy in strategic HR
5. Top trends in performance management systems

6. Strategic HR management and planning
7. Trends in conflict, wellbeing, corruption and equality management in the organisation's HR practices.
8. Use of technology in Knowledge Management in organisations.
9. AI and automation and its impact on HRM in organization
10. Aspiration of the next-generation workforce.

Submission Process & Important Dates

The word limit and the font for the article is specified in the guideline for manuscripts. You can view the current issue of AJMR on this link http://apps.aima.in/ejournal_new/index.aspx

Papers will be reviewed following the AJMR double-blind review process. The submitted contributions should not have been previously published or currently under consideration for publication elsewhere. You can mail your article at ajmr@aima.in

Last date for submission: **28th January 2020**

Revision: **8th February 2020**

Up loading: **February second week**

We would like to take this opportunity to invite you, your colleagues and research scholars from your institute to contribute research papers in this issue. Your article should reach us latest by **28th January 2020**.

I am looking forward to your support.

Best wishes,

Dr. Anuja Pandey

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GUIDELINES FOR SUBMISSION OF ARTICLES / RESEARCH PAPERS / CASE STUDIES

- Manuscripts submitted is expected to contain original work, which has not been published elsewhere in any form – abridged or otherwise.
- Each submitted article should be in English and should be between 4000-8000 words, double spacing with 10 points Arial font, justified, down load-able.
- The article should be accompanied with **title page and Abstract of 150 words and a list of key words included in the article.**
- The authors name (full name), designation and organization affiliation with content details should appear on the first page.
- Tables, diagrams should also be separately provided for better re-production.
- The manuscript should have a bibliography, footnotes and endnotes.
- The received articles will be a property of AIMA.
- There would be a competition to select the best article. The author of the best article in an academic year would receive the best article award.
- For on-line submission of Articles / Research Paper / Case Studies attach files and email to apandey@aima.in/ajmr@aima.in
- **Last day to submit Article/Research Paper/Case Studies is 28th January 2020.**

For further details, visit our website www.aima.in

Note: Mark-article for e-Journal in Subject Column.
